



December 14, 2017

Barbara Perkins
U.S. EPA Headquarters
William Jefferson Clinton Building
1200 Pennsylvania Ave., NW, Mail Code: 3903R
Washington DC 20460

Dear Ms. Perkins,

Please accept this as our application for Environmental Workforce Development and Job Training Grant assistance on behalf of the residents of the City of Tacoma. During an extended period of economic difficulty, our Brownfields partnership has been a rare story of workforce success, consistently placing over 75% of local, low-income participants into family-wage level jobs. Environmental Workforce training is still needed in Tacoma's minority and low income communities, specifically for those residing in the Tacoma Housing Authority's HUD affordable/mixed housing where over 50% live in poverty and continue to suffer from high unemployment (14.8%). According to the Washington Department of Ecology February 2015 Hazardous Sites List, there are 141 hazardous sites in the City of Tacoma area either awaiting cleanup or in the process of cleanup and 54 in the remainder of Pierce County. Even though Tacoma has only 25% of the population of Pierce County, it has 72% of the hazardous sites – more than 2.5 times the rest of the county.

Solution: The City of Tacoma will address these ecological and economic concerns by providing no-cost Environmental Workforce Training for 60 low-income, unemployed residents over the next 24 months who will use their skills to safely address the handling and removal of hazardous substances and other local remediation needs.

The following elements are included as required by the request for proposals:

A. Applicant Identification:

City of Tacoma, Pierce County,
Attn: Keith Armstrong, 747 Market St., Room
808, Tacoma, WA 98402; (253) 594-7933
DUNS #: 0731355350000

B. Threshold

- 1. Applicant eligibility.** The City of Tacoma is an eligible applicant and has over an eleven-year successful track record as a Brownfields Job Training grantee.
- 2. Demonstration of non-duplication.** The City of Tacoma is not a recipient of any other federally-funded job training grant listed in the notice of funding announcement.
- 3. Required HAZWOPER Training.** The OSHA 29 CFR 1910.120 40-hour Hazardous

Waste Operations and Emergency Response (HAZWOPER) training will be required of all trainees.

4. **Federal Funds Requested:** \$200,000
5. **Substantial Conformity with Instructions and Format.** We attest that the proposal adheres to all required instructions and formatting.
6. **Training Curriculum Chart Indicating the Cost of Each Course.** The proposal includes a training curriculum chart that identifies the cost of each course. The cost for each training course as well as an associated cost percentage has been included in the chart.

Course Name/Level of Training/Hours	# Of Hours	State or Federally Recognized Credential	Cost of Course	% of Grant Budget
HAZWOPER 40 (Advanced)	48	HAZWOPER Certificate (OSHA 29)	Total: \$12,556	6.28%
OSHA 30 Construction Safety/WISHA (Advanced)	32	OSHA Construction Safety Card (OSHA 30)	Total: \$5,697	2.85%
Underground Storage Tank/Leaking Underground Storage Tanks (Intermediate)	16	UST/LUST Card & College Certificate	Total: \$2,620	1.31%
Confined Space Entry (Advanced)	16	Confined Space Entry Card & College Certificate	Total: \$3,398	1.70%
Asbestos Worker (Advanced)	32	State Asbestos Worker Certification	Total: \$33,113	16.56%
Forklift Operator Certification (Intermediate)	24	Forklift Operator Certification	Total: \$5,962	2.98%
Scissor Lift Operator	8	Scissor Lift Operator Certification	Total: \$2,756	1.38%
Chemical Safety Awareness (Awareness)	16	College Certificate	Total: \$3,115	1.56%
Remediation Technology (Awareness)	16	College Certificate	Total: \$2,081	1.40%
First Aid/CPR (Intermediate)	8	First Aid/CPR Card	Total: \$2,033	1.02%
TOTALS	216		\$74,051	37.04%

7. **Target Area.** The grant proposal aims to serve Pierce County, WA residents affected by economic disinvestment, health disparities and environmental contamination including low-income and minority populations, specifically those residing in the City of Tacoma's Community Empowerment Zone that suffer from high unemployment and poverty.
8. **Due Date.** The grant proposal will be submitted via Grants.gov by December 15, 2017.

C. Grant Type

Environmental Workforce Development and Job Training Grant

D. Location

The City of Tacoma Environmental Workforce Development and Job Training program targets unemployed residents in the Tacoma, Pierce County, Washington State area affected by environmental threats, including underground storage tanks. We partner with a Brownfields Assessment grantee (Tacoma Pierce County Health Department) and have a process that for the past 11 years has ensured employment of our graduates in jobs addressing environmental mitigation.

E. Contacts

- 1) Clifford Armstrong III, LEAP Coordinator, Community & Economic Development Dept., 747 Market Street, Room 808, Tacoma, WA 98402 (253) 591-5826, fax (253) 591-5180; carmstrong@cityoftacoma.org
- 2) Chief Executive – Elizabeth Pauli, City Manager, City of Tacoma, 747 Market Street, Room 1200, Tacoma, WA 98402 (253) 591-5000.

F. Date Submitted

December 15, 2017

G. Project Period

July 1, 2019 – June 30, 2021

H. Population

The U.S. Census Bureau lists the population for Tacoma at 211,277 as of 2016.

On behalf of the citizens of Pierce County who have benefited by from past EPA investment, thank you. The City of Tacoma and its partners look forward to continuing a successful environmental workforce training program that will benefit both the economy and the environment for years to come.

Best Regards,

Keith Armstrong, Supervisor
Community & Economic Development Department
City of Tacoma
(253) 594-7933

1. COMMUNITY NEED

A. Community Description:

The City of Tacoma, in Pierce County, Washington, is dedicated to improving the environmental health of the community and developing a remediation industry workforce pipeline. Tacoma grew and flourished in the 20th century as a result of industrial development, much of which was focused around the Commencement Bay waterfront. Eventually much of the waterfront development closed or relocated, leaving many sites vacant, and often leaving a legacy of soil and sediment contamination. The Environmental Protection Agency (EPA) placed Commencement Bay on its Superfund list in 1983 due to the widespread contamination of the water, sediments, and adjoining areas. The Commencement Bay Nearshore-Tideflats Superfund site encompasses an active commercial seaport and 12 square miles of shoreline, neighborhoods and water. Reaching across these sites is Tacoma's Urban Renewal Community, home to a highly diverse population of low-income residents. While the city as a whole has worked toward a renaissance of economic, workforce and cultural revitalization over the last decades, stubborn pockets of deep poverty remain.

According to the Washington State Department of Ecology, August 2015 (most recent data avail) Hazardous Sites List, there are 141 hazardous sites in the City of Tacoma area either awaiting cleanup or in the process of cleanup and 54 in the remainder of Pierce County. Even though Tacoma has only 25% of the population of Pierce County, it has 72% of the hazardous sites – more than 2.5 times the rest of the county. Tacoma's air quality index (a median value which considers the most hazardous air pollutants) is 53% less than the Washington average and 65.8% less than the national average. Tacoma's pollution index (the sum of the most hazardous air pollutants displayed in pounds) is 102.1% greater than the Washington average and 248.8% greater than the national average. As in our previous projects, recruitment for the environmental workforce training developed through grant funds will be focused on the areas of Tacoma to have the higher proportion of hazardous sites as identified by the Tacoma-Pierce County Health Department.

The Tacoma-Pierce County Health Department conducts a biannual Community Health Status Assessment, using qualitative and quantitative data and input from 15+ key community organizations in our community. Addressing "social determinants of health", the report found pervasive references to such issues as racial and ethnic origins, income, and education throughout its findings. The history of inequitable access to education and employment options dominated the discussions. At workshops, local residents identified and prioritized inequitable access to education and inadequate job skills training as the problems in the community. They also identified poverty-related issues - hunger, lack of transportation, unemployment, homelessness, and unaffordable housing - as barriers to health. This job training program takes direct aim at these social justice issues that impact health and community, proving itself here in Tacoma to be one way that residents in long-marginalized communities have an opportunity to exit poverty, through livable wage jobs and stackable career ladder pathways.

Target Minority Population: Tacoma is a blue collar port city at the southern tip of Puget Sound. Over 70% of Tacoma's 30,000 school students qualify for free/reduced price meals and ethnic and racial diversity at 63% is double any other place in the state. Our project is a tight partnership of the City of Tacoma (City), Clover Park Technical College (CPTC), and the community-based job training and placement organization, Goodwill of the Olympics & Rainier Region (Goodwill). Residents of Tacoma's most historically disadvantaged neighborhoods, Hilltop and the Eastside (N=18,038), will be recruited for this livable wage job training program. These neighborhoods include the Tacoma Housing Authority's largest HUD affordable, mixed housing project, Salishan, where 32% of these residents were below the

poverty line—before the 2008 recession. Hilltop and Eastside qualify as HUD Re/CAP neighborhoods, where over 50% of residents are minorities and over 50% live in poverty. The intersection of poverty and race in the distribution of access to opportunity is well documented. In the target neighborhoods, the percent of households' w/children w/no male present is 336% higher than the state average and our county (Pierce) has the highest foreclosed home rate in the state. These inner city neighborhoods of intergenerational poverty are target outreach and recruitment locations. According census data, 49% of Tacoma citizens in the past 12 months were below the poverty level (ACS 2015). Twelve of the immediate 20 tracts surrounding this Urban Renewal Zone score 10 out of 10 on the CDI (community distress indicator) and the next eight have a score of nine. (Source: DOJ SMART dbase that tracks adverse risk factors across multiple indicators).

Less than one quarter of Tacoma's adult residents have a Bachelor's degree and 50,000 adults in the County do not have a GED or a HS Diploma (ACS 2015). Tacoma's median household income is about 20% lower than the state average, and the percentage of people with incomes below the poverty line (18%) is fifty percent higher than the state average.

Half of all Tacoma residents are renters (100,000+). The rental population is rising faster than the national average and Tacoma rents are rising faster than the national average, up 7.4% last year and up by 9.2% this year. Job training and placement in a living wage job is a necessity for this area, and it has been out of reach for multiple generations in our target areas. Green jobs and hazmat training will allow many of the graduates to live and thrive in their longtime neighborhoods (source: Axiometric, July 2017). Of these 100,000+ renters, half earn \$35,000 or less annually and pay more than 30% of that income to rent. In fact, 21% pay more than 50% of their income to rent. Whites are homeowners at a rate of 50% and represent 65% of the population; ethnic minorities make up the balance of the city's population (35% of the population) but only enjoy a combined homeownership rate of 4%. Today, 8,000+ families are on Tacoma Housing Authority's waiting list for Section 8; and only 250 slots will open this year. New, affordable housing is rarely built: 80% of the city's housing stock was built before 1990.

TABLE 1: Comparative Demographic Information

	City of Tacoma	Pierce County	Washington State	National
Population	211,277	819,743	6,971,406	308,745,538
Unemployment	5.4%	5.0%	4.5%	4.1%
Poverty Rate	18%	12.4%	11.3%	12.7%
Percent Minority	33.5%	32.4%	30.5%	38.7%
Per Capita Income	\$26,805	\$28,824	\$31,762	\$28,930
Veterans	12.6%	14.6%	10.6%	8.3%
Median Gross Rents	\$947	\$1,029	\$1,014	\$928
Foreclosure Rate	1/4258	1/4090	1/3131	1/1903
Persons without Health Insurance under 65	16.6%	7.3%	6.6%	10.1%

Source: American Fact Finder 2015, U.S. Census Bureau

Transitioning Military & Veterans: Pierce County has the highest number of veterans in the state, as it is home to Joint Base Lewis McChord (JBLM), the largest military base in the western United States. As we face pending troop drawdowns, (est. 4,000 per year over the next 4 years) balancing employment opportunities for low-income residents and transitioning soldiers requires a coordinated effort of workforce and economic system partners. Tacoma is nine miles from JBLM, home to 25,000 military

families. Goodwill runs Operation: GoodJobs, one of only ten, national wrap around career transition programs funded by the WalMart Foundation, to provide civilian career transition and job placement services which help address the multiple employment and family stability needs that low-income, transitioning veterans face. This job training and placement program is an excellent fit for these American heroes.

The unemployment rate for Tacoma 16-24 year olds is over 19% (ACS 2015, 1 year estimate). According to the annual crime data, the crime rate in Tacoma is 85% higher than the average in the state of Washington, and when compared with the national average, is 139% higher. When looking at violent crimes, Tacoma has 200% higher violent crime rate than Washington average, while remaining 136% higher than the national average. The property crime rate in Tacoma is 76% higher than the average in Washington and is 139% higher than the national average. Minority youth are overrepresented in the state criminal justice system: Black youth (ages 10-17) are approx. 11% of the population in Pierce County yet account for 36% of juvenile detention admissions. Hispanic youth are 6% of the population and 19% of admissions. (Pierce County Juvenile Court Annual Report). Tacoma has the greatest amount of Juvenile Justice Offense referrals per population in the state.

B. Labor Market Demand:

According to the Bureau of Labor Statistics Occupational Employment Statistics, Hazardous Materials Removal Workers in Washington State earn an annual mean wage of \$45,930-\$61,840 with a projected 240 job openings over the next 6 years. Additionally, of the Pierce County employers surveyed, 33% indicated they anticipated hiring 6-7 new entry-level employees in 2017 and 16% indicated they anticipated hiring 10 or more. Approximately 82% of the employers we surveyed indicated some level of interest in interviewing and/or hiring a successful graduate of our proposed program. This labor market data, information collected from the Washington State Department of Ecology, and survey information collected from our industry partners and community employers has shaped our training, allowing us to work to meet the needs of the employers in our community.

TABLE 2: Labor Market Data	
Certificate/Competency	Jobs Available*
OSHA	1931
Forklift Certificate	1588
Flagger	126
HAZWOPER	586
Confined Space	60
Total	3705
* Data from Pierce and King Counties' ESD, Aug - November 2017	

The local Workforce Investment Board lists occupations as In Demand or Not In Demand, and recently the list shows Hazmat as not in demand. However, our ongoing connections with industry employers (see letters) and more real-time job search data informs us that our training remains very much "in-demand" and the soft and hard skills this program provides to low-income community members from our target areas makes them highly marketable to enter the workforce. In fact, from Top 25 certifications from online ads Pierce County, August through November 2017 Source: Employment Security Department/LMPA; Wanted Analytics shows HAZMAT as the #9 ranked Certification (with 586 openings) and Tanker & Hazmat Endorsement, with 296 openings, at #19. These are real-time, labor demand lists which reflect the top 25 skill sets and certifications that employers are looking for in

workers, gathered from online wanted ads, using the most recent four months of information from WANTED Analytics.

Additionally, Pierce County has over 7,000 green jobs including over 1,400 jobs directly related to remediation or cleanup of environmental pollution. Our proposed training for specific skills and certificates is consistently in demand among employers. Industry recognized credentials include HAZWOPER and OSHA, as well as forklift and flagger certification. These entry-level skills and competencies meet the skill demands of employers in our region.

Moreover, there exist a number of larger projects locally in need of trained remediation workers in addition to the Superfund cleanup sites and numerous Brownfields sites in Tacoma. Voter-approved initiatives, including Proposition I, a \$500 million project, have demonstrated the will of the public to improve 14 Tacoma neighborhoods through remediation and have further increased the demand for environmental technicians. Other job creation opportunities, such as a \$353 million project to increase capacity at the Chambers Creek Regional Wastewater Treatment Plant and a \$91 million upgrade to the Wastewater Treatment Plant at Joint Base Lewis McChord, have resulted in increased demand for skilled environmental professionals. The sustainable nature of these occupations has resulted in a now widely accepted designation as a green job. In Pierce County, 73 occupations are listed as both *high demand* and *green job*. Graduates of the Tacoma Brownfields Job Initiative will be competitive for these high demand green jobs:

TABLE 3: Green Jobs In Demand

Demand	SOC#	Occupation title
Demand	194091	Environmental Science and Protection Technicians
Demand	499098	Helpers, Installation, Maintenance and Repair Workers

The certifications we offer as part of this project were specifically chosen to correspond to the needs identified by local and regional employers. Though recently moved from 'in demand' to "not in demand" (Employment Security Department of Washington State Updated 8/1/17) our continued work with these employers and industry leaders affirms a strong need for workers with this range of certifications, especially the HAZWOPER. In fall 2017, the City, CPTC, and Goodwill held two community engagement meetings, including the Tacoma-Pierce County Economic Development Board, NOW Environmental (regional trainer and employer), NW Abatement (employer of record for past graduates), and TCB Industrial (also employer of past graduates, and leader in the soil remediation and abatement industry). We are working to be responsive to the local needs through the courses we are offering in our training. (See training matrix and description below)

2. TRAINING PROGRAM DESCRIPTION

A. Training Program Structure

Three (3) participant cohorts will receive training in classes of 22 students with anticipated graduation of 20 who complete the full training.

- Cohort 1 – Winter/Spring 2019
- Cohort 2 – Spring 2019
- Cohort 3 – Late Spring 2019

Training Program Description This curriculum is organized to deliver the comprehensive training needed for entry and middle skill level jobs involving cleaning up contaminated sites and properly handling various pollutants. The coursework supports the EPA Strategic Plan's Goal 3 (Cleaning up Communities and Advancing Sustainable Development) and Goal 4 (Ensuring the Safety of Chemicals and Preventing Pollution):

- HAZWOPER 40 - Prepares graduates to safely handle solid and liquid contaminants from polluted sites and properly dispose of the contaminated material, thereby creating a clean site for new residential, commercial, or recreational use and revitalizing the local community.
- Chemical Safety - Taught at the awareness level, this complements the HAZWOPER 40 training and meets worker training requirements of the federal Hazardous Communication standard (29 CFR 1910.1200).
- OSHA 30 Construction Safety training – Provides education in safe work practices and use of proper protective gear while engaged in cleanup activities, ensuring the health of the practitioner as well as safeguarding the area residents - some of whom may be employed on the cleanup project.
- First Aid/CPR/AED training - Prepares graduates to deliver immediate and timely care in emergency situations encountered at work sites until professional aid units arrive.
- UST/LUST - Delivered at an intermediate level, this provides the knowledge needed to properly apply remediation strategies to restore land contamination leaks.
- Confined Space Entry training - Includes hands-on experience safely entering confined spaces, complements the UST/LUST training.
- Forklift Operator Certification - This two year, portable Certification provides the most immediate employment entry.
- Scissor Lift Operator - This certification provides education in safe operating practices and fall protection while using a scissor lift; complements the Forklift Operator Certificate.
- Remediation Technologies - Provides knowledge on various ways contaminated sites can be treated and made safe for redevelopment and public use. This knowledge, combined with the training in Chemical Safety, Confined Space, and HAZWOPER, provides graduates with a more in-depth understanding of why they apply various methods depending on given situations.
- Asbestos Worker Certification - Highly valued by employers doing cleanup work at contaminated sites and is a major credential leading to gainful employment after graduation.

All Training Provided by Clover Park Technical College/ Offered 3 Times in 2019-2020

Course Name/Level of Training/Hours	# Of Hours	State or Federally Recognized Credential	Cost of Course	% of Grant Budget
HAZWOPER 40 (Advanced)	48	HAZWOPER Certificate (OSHA 29)	Total: \$12,556 Salary: \$5,730 Benefits : \$1,089 Supplies: \$5,737	6.28%
OSHA 30 Construction Safety/WISHA (Advanced)	32	OSHA Construction Safety Card (OSHA 30)	Total: \$5,697 Salary: \$3,820 Benefits: \$726 Supplies: \$1,151	2.85%

Underground Storage Tank/Leaking Underground Storage Tanks (Intermediate)	16	UST/LUST Card & College Certificate	Total: \$2,620 Salary: \$1,910 Benefits: \$363 Supplies: \$347	1.31%
Confined Space Entry (Advanced)	16	Confined Space Entry Card & College Certificate	Total: \$3,398 Salary: \$1,910 Benefits: \$363 Supplies: \$1,125	1.70%
Asbestos Worker (Advanced)	32	State Asbestos Worker Certification	Total: \$33,113 Instruction: Est. \$550 per student x 60 = \$33,000 Supplies: \$113	16.56%
Forklift Operator Certification (Intermediate)	24	Forklift Operator Certification	Total: \$5,962 Salary: \$2,865 Benefits: \$544 Supplies, incl. forklift rental: \$2,553	2.98%
Scissor Lift Operator	8	Scissor Lift Operator Certification	Total: \$2,756 Salary: \$955 Benefits: \$181 Supplies, incl. scissor lift rental: \$1,620	1.38%
Chemical Safety Awareness (Awareness)	16	College Certificate	Total: \$3,115 Salary: \$1,910 Benefits: \$363 Supplies: \$842	1.56%
Remediation Technology (Awareness)	16	College Certificate	Total: \$2,081 Salary: \$1,190 Benefits: \$363 Supplies: \$528	1.40%
First Aid/CPR (Intermediate)	8	First Aid/CPR Card	Total: \$2,033 Estimated Cost: \$1,920 (\$640 per cohort of 22-30 students x3) Supplies: \$113	1.02%
TOTALS	216		\$74,051	37.04%

This curriculum was developed based on feedback received from local industry partners and employers who remediate contaminated sites, including brownfields, throughout Tacoma-Pierce County. It provides graduates with a portfolio of credentials leading to immediate employment in the field and increases their general awareness of environmental issues facing their community as well. A selection of these employers, some of whom participated in employer roundtables related to past Environmental Workforce Development Job and Training (EWDJT) grants and have hired graduates of the program, were contacted directly and asked to share information about what credentials they look for and value the most when hiring new entry level employees. This curriculum is composed of credentials they mentioned, along with two short classes at the "Awareness" level that provide participants with a

greater understanding of the importance of safe work practices and the reasons why different remediation techniques are used when cleaning up brownfields, depending on the circumstances. Employers surveyed rated the trainings and certifications offered in this program and ranked these in priority order: First Aid/CPR, HAZWOPER, Asbestos Worker, Confined Space Entry, and OSHA 30. Clover Park offers hands-on training in classes providing intermediate or advanced levels of skills and knowledge through representative simulations of situations typically encountered at a job site.

Every participant in this program will be enrolled in each of the classes shown in the training chart, provided they successfully complete the HAZWOPER 40 course. If an individual fails to pass the HAZWOPER 40 portion of the training, they will be dropped from the training because it is the core of the EWDJT training and it is essential that students have the skills gained in this course to continue on into the remainder of the program. As noted above, HAZWOPER 40, along with Asbestos Worker training, is highly valued by employers doing decontamination/remediation work. Therefore, the HAZWOPER 40 class is spread over six days of training (total of 48 hours), and spans a weekend to give students more time to study the relevant material and successfully pass the final practical and written examinations, in order to move on to the Asbestos Worker training. (CPTC uses the HAZWOPER curriculum developed by the Hazardous Materials Training and Research Institute (HMTRI) in their training classes.)

3. BUDGET/RESOURCES

Project Funding	Project Management	Instruction	Outreach/ Placement/ Tracking	Total
Personnel	\$14,978	\$23,490	\$64,250	\$102,718
Fringe Benefits	\$ 5,238	\$ 4,463	\$12,920	\$ 22,621
Travel	\$ 2,800	\$ 3,150	\$ 3,000	\$ 8,950
Contractual		\$34,920		\$ 34,920
Supplies	\$ 250	\$14,129	\$ 1,500	\$ 15,879
Other (narrative below)		\$11,520	\$ 3,392	\$ 14,912
Total EPA	\$23,266	\$91,672	\$85,062	\$200,000

All components of this proposed training and job placement program are eligible expenses under the EWDJT grant funding guidelines. No ineligible use of funds is proposed.

Project Management- Conducted by City Of Tacoma Personnel/Armstrong

Personnel:	Part-time project manager/clerical 4,993/year for 3 years)	\$14,978
Fringe:	(35%)	\$ 5,238
Travel:	All grantee meetings & Brownfields Conference	\$ 2,800
Supplies:	Supplies for project management	\$ 250
	TOTAL	\$23,266

Instruction **Clover Park Technical College**

Personnel:	Delivery of core curriculum 528 hours.	\$23,490
Benefits:	Rate for part-time adjunct instructor @ 19%	\$ 4,463
Travel:	Two trips for 2 staff to attend annual & grantee meetings	\$ 3,150
Contractual:	Bid for certified instruction in Asbestos Worker certification (\$640 per cohort) and First Aid/CPR/AED certification (\$550 per student)	\$34,920
Supplies:	Course related equipment and supplies	\$14,129
Other:	Student Activities Fee @ \$10.50 per credit; Comprehensive Fee @ \$4.95 per credit; ASG Building Fee @ \$3.75 per credit; 60 students x 10 credits x \$19.20	\$11,520
	TOTAL	\$91,672

Outreach/Placement/Tracking Provided by Goodwill

Personnel:	Student Recruitment & Outreach (Goodwill Navigator). \$25/hour .33 FTE / 2 years	\$35,000
Fringe:	20%	\$ 7,070
Personnel:	Placement & Tracking (Goodwill Navigator) \$25/hour .26 FTE/3 Years	\$29,250
Fringe:	20%	\$ 5,850
Travel:	Airfare Grantee Conference estimate \$900/3 years \$2,700 plus local travel @ .50/mile 600 miles over 3 years, \$300	\$ 3,000
Supplies:	Student support, to include steel toed boots, resume paper, and other items needed to reduce barriers to employment	\$ 1,500
Marketing:	Printing costs, advertising costs associated with Facebook Advertisements for recruiting purposes.	\$ 1,200
Background:	Screens from Washington State Patrol to determine clean backgrounds for at least 7 years. (Program requirement) cost per \$14 estimated 121 checks	\$ 1,694
Employment Verifications:	Utilization of Equifax Workforce Solutions services for those students that do not self-report employment. Estimate 50 reports/3 years @ \$9.95 ea.	\$ 498
	TOTAL	\$85,062

4. PROGRAM STRUCTURE, OUTPUTS AND OUTCOMES**A. Outputs and Outcomes:**

Program outputs include the number of students recruited, the number of students enrolled, the number of student completers, the number of students who enter employment, the wages of those students and the number of students who are retained in employment. Job placement of graduating participants will be at least 70% and follow up for job retention & advancement will be for 12 months minimally, from completion of the training at CPTC. Historically, our project has placed in excess of 70% of all participants into jobs paying on average \$19/hour.

TABLE 4: Project Outputs

# of Participants Recruited	Overall # of Participants Enrolled in Program	# of Graduates Completing Program	# of Graduates Placed in Environmental Positions	# of Graduates Not Placed but Pursuing Further Education
120	60	54	39	4

Outcomes

- New and previous employers will assist in training input and job placement activities (mock interviews, networking events, interview slots, etc.). The Local Employment & Apprenticeship training Program (LEAP) Advisory Committee (run by City of Tacoma) will provide input on a regular basis to assist in confirming the instruction is high quality and the overall curriculum stays relevant and timely.
- Strategic alignment between government, community-based organizations, and public higher education institutions will attract new resources, empowerment, and equity opportunities for underserved populations in our region.
- Growing regional awareness of the importance of brown and green jobs as a career pathway model that can help lift low-skilled adults out of poverty and into jobs for the future.
- Trained participants develop a heightened awareness of the environment in which they live and how they, as individuals, can contribute to the environmental health of their communities. Awareness can be demonstrated by changes in their daily lifestyle, as well as that of their family and friends; reflecting behaviors that conserve and protect their community environment by reducing the amount of damaging pollutants contaminating the land, water, and air.

B. Recruitment and Screening:

Outreach & Recruitment will be managed by Goodwill, which will take advantage of its extensive partnerships with human service organizations in the region. Goodwill of the Olympics & Rainier Region (est. in 1921 in Tacoma) works with over 1,400 employers to help place disadvantaged job-seekers into jobs. This past year, FY 2017, Goodwill served 9,412 youth, adults, and seniors and placed 1,425 into jobs. Goodwill's diverse workforce development and support services are designed to address the unique barriers to employment that this very target population faces. Their training and support programs are designed for veterans, at-risk youth and young adults, immigrants, TANF and SNAP beneficiaries, ex-offenders, chronically unemployed adults, and low-income seniors.

For example, this Brownfields training project will be an excellent training and job placement resource for the low-income veterans that Goodwill serves and this project will give veterans priority preference for enrollment. The project will directly recruit from the roughly 350 veterans and newly transitioned military members (and their families) that Goodwill serves per year, helping them to make a smoother transition into civilian life. Services are a wrap-around team approach that gives veterans an individual plan that includes financial education and coaching; life skills and access to private counseling; career exploration through assessments, targeted internships; and short-term, stackable credentials and in-demand industry training and certifications.

Screening: Goodwill will conduct community-wide outreach and recruitment of targeted job-seekers and provide assessment and enrollment services for candidates that meet the requisite training enrollment criteria (10th grade math & numeracy level, clean background for 7 years, ability to pass drug screen, aptitude and fit for the field, etc.). In group and individual settings, Goodwill will conduct interviews with prospective trainees to inform them of project requirements, physical and educational requirements, attendance requirements and program guidelines. Goodwill will inform candidates in order to pursue union apprenticeships they must have the following documentation, including but not limited to: GED completion or high school diploma, a criminal background check, valid driver's license, U.S. citizenship or residency, social security card, passing a college ASSET test and passing a drug test. Those who have personal, legal or other problems that can be resolved within the time constraint of the project Goodwill will provide resources and referrals including outside organizations as they are

able as an in-kind contribution to this project. While Goodwill will be responsible for primary recruitment, the other project partners have a long history of leveraging their individual networks to reach out to prospective participants.

In order to ensure graduation and placement, Goodwill will administer the CASAS (Comprehensive Adult Student Assessment Systems) test to prospective applicants. Employers have informed us that in addition to good communication skills, basic math ability is essential to hiring. At minimum, trainees must score at the 10th grade level in math to participate in the training. Those who do not will be referred to preparation resources and encouraged to re-apply. This test is a strong predictor of participants' successful training completion and employment outcomes.

Attrition: We prepare for attrition by over-enrolling each cohort. This project will start each cohort when 22-25 eligible trainees are ready. We intend to over enroll to ensure that 20 graduate, and ready for work.

Fees: All fees for participants are waived and partners have leveraged resources that cover incidental expenses such as parking and public transportation. The training facilities are accessible to any resident in Pierce County who has access to public transportation.

C. Program Support: Without soft skills training, the target clientele are less likely to land a good job and even more unlikely to keep it for long. Our employer partners consistently tell us that they can train most anyone on the unique requirements of the job, but if the employee does not have critical "soft skills", they won't last on the job. For that reason, Goodwill provides a mix of soft skills classes that prepare our clientele to become "ready for work". Generally, 100% of the enrollees in our job skills training courses have to attend our soft skills classes during skill training courses. For this project, Goodwill is providing (in-kind) a mandatory soft skills course that covers:

Self Esteem, Personal Assets Inventory, Responsibility, Goal Setting, Life in Balance, Conflict Resolution, Plan of Action, Professionalism, Attitude is Everything, Team Building, Job Search, Networking, Social Media & Technology, Dress for Success, Tools for Growth.

Goodwill is providing a specific FTE Navigator position, whose outreach, job development & retention costs are provided for under this project only. Case management and support services costs will be provided in-kind to this project, including the soft skills and work readiness classes and assessment elements. Goodwill will provide ongoing case management and troubleshooting with the instructional staff during the five week course and job placement and retention follow up for one year for graduates.

Barrier Reduction, Support Services & Participation Incentives: Some trainees need help earning their GED before they are eligible to enroll in the job training course and they can participate in our daily onsite GED classes. Others are English Language Learners and need basic workplace English proficiency to become work ready and we help enroll them in the free Pierce College ESL classes. Still others have important employment barriers to mitigate before they are "work ready" which can include legal, transportation, childcare, meals during the classroom day, work clothes, funds for housing and medication, etc. These barriers directly impact a trainee's ability to complete the program and find work. The Goodwill Navigator will help resolve these barriers and Goodwill is prepared to coordinate solutions to resolve these matters.

Job Placement Activities: Goodwill Navigator, the CPTC Special Projects Manager, and the City of Tacoma LEAP Manager will work as a team to access their own and other workforce development resources in our community to help place training graduates into jobs in the community. We will share job leads through weekly electronic notification of available jobs matching the certifications and skills taught through the core and supplemental curriculum. Each graduate will receive personalized support and attention from the Navigator to access ongoing Goodwill classes for these important job search techniques:

- Personal and professional goal setting,
- Job Search (Networking, Social Media, Informational Interviews, etc.)
- Perfecting Applications
- Effective Resumes and Cover Letters
- Interviewing Techniques (Mock Interviews, Standard Questions Review, etc.)
- Mitigating poor work history and/or criminal background
- Financial Literacy and Coaching

The partnership has leveraged existing services and secured first-source hiring agreements to supplement this project. In support of this project, Tacoma's LEAP Office will advocate the hiring of graduates in construction projects as a part of the LEAP local workforce hiring programs. In addition, those who are unable to find employment will be offered support for enrolling in a college program at CPTC and provided information about Workforce Development funding opportunities.

Services will be marketed to employers during the course of the project. Project partners (City of Tacoma, Goodwill, and CPTC) will reach out to employers with existing relationships to inform them of the project and the benefit of hiring project graduates. New employers will be reached through job fairs as well as through relationships with community-based organizations and local unions.

Program participants will be tracked for the duration of the life cycle of the grant. The following will be tracked as a part of participant records: 1) project enrollment; 2) project completion; 3) employment information including employer, position, starting wage, and length of retention; and 4) demonstration that participants are from target area. Project records will be kept detailing: 1) summary of recruitment activities; 2) summary of training activities; 3) progress toward project objectives; and 4) budget.

D. Program Sustainability: This project's partnership of technical instruction combined with case management and supportive services is sustainable in the long-term and lines up well with the 8+ occupational skills training programs that Goodwill currently offers to veterans, and other key clientele with employment barriers. The project partners (including employers) can sustain this successful high-skills job training model with these assumptions:

- Goodwill can provide free soft skills and work readiness services, with case management support, to disadvantaged community members through its own philanthropic funds.
- Close partnership with the local WIOA youth and adult workforce partner spurs co-enrollment into WIOA funded programming and support, which can be used to offset instructional tuition, for these apparently eligible job-seekers.
- City of Tacoma is intentionally recruiting small and large employers in the green and brown fields to hire disadvantaged populations for local work. Estimates of \$40M in hazmat clean-up

for new transportation, remediation, waterway cleanup, light rail, and commercial and residential construction projects slated for this region in 1-5 years.

5. PROGRAMMATIC CAPABILITY

A. Grant Management System:

The City of Tacoma will provide project coordination, serve as the grant fiscal agent, provide all grant management, monitoring and oversight of contracted services, provide quarterly reports and publish a final report. The City of Tacoma has successfully managed several past EPA Brownfields and Environmental Workforce Development and Job Training (EWDJT) grants. Clifford Armstrong III, City of Tacoma Local Employment & Apprenticeship Training Program (LEAP) Coordinator, will serve as Project Coordinator and the grant manager. The City of Tacoma has successfully coordinated six EWDJT/Brownfields Job Training projects and is supremely qualified in this regard. The organizations he has convened as primary partners have specific expertise in recruitment, training and job placement, so that the organizational structure will ensure successful achievement of all objectives.

Additional support from the City of Tacoma will come from a Supervisor from the Community & Economic Development Department, Keith Armstrong. Mr. Keith Armstrong has managed federal grants and training programs for the State of Washington, Seattle City Light, a municipal electric utility, and managed this past year's activity for this EWDJT. He provides professional oversight, risk management, legal analysis and community stakeholder support for this vital program. Mr. Armstrong brings his legal background with State government, contract compliance for over 20 years and corporate stewardship from his years in the corporate sector. Each partner has systems in place for retaining and/or recruiting qualified staff and resources to ensure the success of the project. Though specific staff members at the respective partners are tasked with implementing project activities, each partner has other staff members who are capable and trained to step in if necessary to contribute to the project's success. Participant training under this grant will be provided by CPTC, which is responsible for recruiting and retaining qualified instructors. As a public 2-year college, CPTC has extensive experience in recruiting instructors for technical education.

B. Organizational Experience:

The partners in this application have substantial experience serving the needs of minority, unemployed and veteran job seekers. Goodwill of the Olympics & Rainier Region is a \$78M organization with over a dozen straight years of clean management letters for its audited financials. They serve close to 9,500 vulnerable people and place more than 1,425 into good jobs each year. They are expert at providing case management, supportive services, job development, job placement, and job retention and advancement services.

The Environmental Science degree program instructor (CPTC) who oversees instructional delivery, has a Master's in Environmental Science and the lead Environmental Workforce Development Job Training instructor has a Bachelor's degree in Oceanography from the University of Washington and further training through HMTRI to be certified as an instructor for HAZWOPER. Since his initial instructor certification, he has attended regular renewal training throughout the past six years. He is certified as an instructor for construction forklift and scissor lift operation by Overton Safety Training and has regularly renewed this instructor certification as required. He has CESCL certification (Certified Erosion and Sediment Control Lead) training through BIAW (Building Industry Association of Washington); Confined Space Entry and Chemical Safety training from being a former trainer for the Pierce County Fire Department; and training in contaminated site remediation technology and UST/LUSTs from

participating in Brownfields, PEET and ATEEC conference seminars, various webinars, plus independent study and regular consultation with industry professionals. The lead instructor has successfully delivered effective environmental job training to minority, unemployed, and veteran participants since 2007, and prior to that delivered hundreds of training sessions to firefighters in Pierce County as well as throughout Washington State.

C. Audit Findings:

The City of Tacoma has not had an adverse audit finding reported in relation to its management of the current EPA EWDJT grant. With its Brownfields American Recovery and Reinvestment Act (ARRA) Job Training grant (00J03901), three system weaknesses were noted in a limited scope desk review in 2010. The City fully complied with these recommendations and made changes to their financial management system to correct the weaknesses. There have been no further inquiries, investigations or findings related to Tacoma's management of the EWDJT program.

D. Past Performance and Accomplishments:

The City of Tacoma has been a recipient of six EPA EWDJT grants over the past ten years, including an ARRA-funded award in 2009. The City of Tacoma has consistently met its contracted outcomes and successfully managed the grants.

i) PAST PERFORMANCE					
TABLE 6: EPA Job Training Grants					
Grant Type	Award #	Award Date	Completed Date	Funds Awarded	Funds Remaining
Brownfields ARRA Job Training*	00J03901	10/1/2009	9/30/2012	\$500,000	Yes*
EWDJT	JT-00J48001	9/1/2011	8/31/2013	\$300,000	Yes**
EWDJT	JT-00J80301	June 2013	7/31/2016	\$200,000	Yes***
EWDJT	JT-01J23001	8/23/2016	Ongoing	\$200,000	On Track

*ARRA-003901: \$10,000 unspent, due to sizeable leverage other funds which allowed the City of Tacoma to fully fund the program without utilizing all awarded funds.

** JT-00J48001: \$24,770.34 unspent. The City of Tacoma and its partners leveraged \$71,169.49 in non-EPA funds in delivering the EWDJT program.

***JT-00J80301: \$4,512.54 unspent. The City of Tacoma and its partners leveraged \$55,215.67 non-EPA funds in delivering the EWDJT program.

Funding for the current EWDJT grant is on track for full expenditure and there is no need for additional funding.

TABLE 5: EPA Job Training Grant Accomplishments						
Award #	Proposed to Complete Training	Approved to Complete Training	Actually Trained	Proposed to Place	DATA UPDATED IN ACRES	Actually Placed To Date
00J03901	160	160	173	150	YES	139
JT-00J48001	90	90	98	65	YES	71
JT-00J80301 (in progress)	54	54	57	39	YES	38 PTD

As a previous EPA EWDJT grant recipient, we are familiar with adequately documenting and reporting our outcomes in a timely manner. Our most recent report comprised 5 pages of thorough data detailing our progress in meeting project goals, deliverables and any lessons learned. All information is up to date and accurately reflected in the Assessment, Cleanup and Redevelopment Exchange System (ACRES). Current project to date, we are 97% to placement goal, with 38/39 placements and an overall placement of students completing the training at 66% 38/57.

6. COMMUNITY AND EMPLOYER PARTNERSHIPS

A. Collaboration with Entities Involved with Local Remediation Activities and Projects:

The City of Tacoma's LEAP Program, the umbrella entity that manages the City's Brownfields Job Training Program, works closely with the Washington Brownfields Coalition and its Brownfields Revolving Loan program by providing remediation contractors with qualified candidates to work on Brownfields Cleanup projects such as those identified by the Foss Waterway Development Authority (FWDA). The Washington State Department of Commerce began its Brownfields program using a grant from the federal Environmental Protection Agency (USEPA). It used this grant to create the "Washington Brownfields Coalition". The Washington Brownfields Coalition consists of the Department of Commerce, Department of Ecology, City of Tacoma, King County/City of Seattle and the City of Spokane. Commerce administers the USEPA grant and manages the Brownfields Revolving Loan Fund. Ecology provides the services of their qualified environmental professions through its Voluntary Cleanup Program. Coalition partners serve as local points of contact. They market the Brownfields Revolving Loan Fund program and provide some technical assistance. The partnership with the Washington Brownfields Coalition has maximized employment opportunities for our Brownfields graduates to work on the FWDA's "Thea's Landing" and "The Henry" construction projects which are on Brownfield sites. The future FWDA projects on sites 8-12, as well as the Municipal Dock, are further opportunities for our graduates.

B. Community Partnership Building:

Goodwill, the support service provider in this proposed project, will use its own resources and leverage other community and government-based agencies to help ensure that life skills, case management, transportation and other resources are in place for these target populations. Utilizing their vast network Goodwill was able to recruit 260 individuals to compete for the 60 training slots provided for under the FY16 EPA Grant. Their strong connection to JBLM through the Operation GoodJobs program is highly successful in attracting veterans to this program. In the FY16 Cycle, 27 of the 57 graduates were veterans.

C. Employer Involvement:

We have received support and input from a variety of companies and agencies, please see attached letters. Employers continue to hire our graduates and have done so in impressive numbers, strengthening the case that environmental mitigation training is a sustainable and critical component of the education system in the region. Environmental employers in Pierce County are eager to support our partnership as they face considerable challenges in filling hiring goals. An employer roundtable is held at the end of each training cycle for local employers meet with participants about their companies, job opportunities, and employer expectations of employees. Employers are invited to come in during class time to discuss their hiring needs and how to navigate their hiring process. We averaged 3 such visits per cohort in the FY16 Cycle. Two Community Input sessions were held in the fall of 2017 to gain the most current information from businesses as to course content they feel is most beneficial for employment candidates. Also in attendance were representatives from the Economic Development Board of Tacoma and Pierce County. A sampling of the most recent hires includes a number of longstanding employer partners paying family level wages:

TABLE 6: Employers of EPA Job Training Graduates 2017

Employer	Position Title	Entry Wage (/hr)
TCB Industrial	HAZMAT Worker	\$14
NOW Environmental	Technician	\$21
Department of Agriculture	Compliance Officer	\$27
Conoco Concrete Plumbing	Line Pump Operator	\$24
Walker Specialty Construction	Laborer	\$35
Scot Eckley Landscape and Design	Technician	\$25
Clean Harbors	Field Chemist	\$17

7. LEVERAGE

Total Leverage \$137,964.

Leveraged Budget	City/TACOMA	GOODWILL	CLOVER PARK TECH
ROLE & RESOURCES	Project Management	Case Management/Support Services	Instruction, Facility, Grant Management/Oversight, Security
Personnel	\$23,601	\$20,000	\$37,754
Fringe Benefits	\$9,860	\$4,000	Included above
Travel	0	\$0	\$0
Other	0	\$16,000 (Client Support & Soft Skills Classes)	\$21,985 (facilities/equipment usage, janitorial services, etc.)
Total Non EPA	\$33,461	\$40,000	\$64,503

City of Tacoma
EPA Environmental Workforce Development & Job Training Grant
Milestone Schedule
Project Start Date: July 1, 2019
Project End Date: June 30, 2021

MILESTONE SCHEDULE

DELIVERABLE	SCHEDULE
Develop specialized outreach & recruitment plan for EWDJT career opportunities and printed materials targeted to Brownfields impacted communities	July 2019
Outreach to Brownfields Impacted Communities (Outreach to be conducted 8 weeks prior to Training Cohort Start Date)	July 2019 Through May 2020 1) Outreach Commences – June 2019 2) Outreach Commences – December 2019 3) Outreach Commences – March 2020
Procure Training Providers: 1) Asbestos 2) First Aid/CPR	1) Contract will be Procured in 8/2019 2) Contract will be Procured in 7/2019
Deliver Three EWDJT Training Cohorts (Classes are six weeks long)	1) August 2019 through September 2019 2) February 2020 through March 2020 3) May 2020 through June 2020
Placement Services	September 2019 Through June 2021
Tracking Services	September 2019 Through June 2021
EPA – ACRES Quarterly Performance Reports **Final Report	January 2019, 2020 & 2021 April 2019, 2020 & 2021 July 2019, 2020 & 2021 ** October 2019, 2020 & 2021

FY 18 Environmental Workforce Development and Job Training Grant

City of Tacoma, WA

Reference List

- a. Two Employers who have hired job training participants:
 - 1. Now Environmental Services Inc.
 - a. Contact: Patricia Journey 253-927-5233
 - b. Graduate – (b) (6)
 - 2. TCB Industrial Corporation
 - a. Contact: Ricardo Loza; Phone – 253-380-1463
 - b. Graduates – (b) (6)
- b. Two Neighborhood Groups/Community-based Organizations who assisted in developing job training program:
 - 1. Economic Development Board of Tacoma & Pierce County
 - a. Contact: Maddie Merton, VP Business Retention & Expansion
 - 2. Pierce County Health Department
 - b. Contact: Victor Rodriguez, Phone - (253) 961-6830
- c. Two Employers from Employer Community who assisted in the development of the job training program:
 - 1. TCB Industrial
 - a. Ricardo Loza phone 253-380-1463
 - 2. Northwest Abatement Services, Inc.
 - b. Contact – Laci Frost, phone 253-588-0440

November 29, 2017

EPA Headquarters Mr. Ernie English
U.S. EPA
Office of Brownsfield and Land Revitalization
1200 Pennsylvania Avenue, NW (MC 5105-T); Washington, DC 20460

Dear Mr. English:

I would like to extend my support and recommendation for the City of Tacoma's application for the EPA funding for a workplace development and job training program. This program will bring skills and training into the community and create sustainable career opportunities for our diverse workforce. Transitioning military and veterans involved in this training will be exposed to a new path for achievement as they successfully transition from the military into a new career. The military/veteran program supports their hard work and commitment and we recognize we need training programs like the EPA job training program to further equip the veterans with new tools for career success.

In Pierce County there is a growing population of veterans living in poverty. According to the Census Bureau veterans age 18 to 38 are at the highest risk. For this population getting out of the military with no skills can be a major hurdle blocking a bright future. Hence, it has become necessary for us to take some effective steps to collaborate within our community and provide skilled labor training.

Finally, we strongly believe this program would be a welcomed benefit to our labor force. And we look forward to participating in this program through the support of the EPA, and our local training facilitation partnerships.

Thank you for your consideration. Please contact me if you have any questions at (253)573-6756 or Terrenceh@goodwillwa.org.

Sincerely,



Terrence Hodge
Military and Veteran Program Manager





December 13, 2017

Amy Bell
WFD Business Development Program Manager
Goodwill Olympics & Rainier Region
714 S. 27th Street
Tacoma, WA 98409

950 Pacific Avenue, Suite 410
Tacoma, WA 98402

253.383.4726
edbTacomaPierce.org



Dear Ms. Bell:

I welcome the opportunity to support Goodwill of the Rainier & Pacific Region and Clover Park Technical College's workforce development EPA grant submission to train environmental remediation professionals.

Tacoma-Pierce County is leading the way in environmental sustainability. We have citizens, community and civic leaders, and businesses that are part of the solution. Remediation of centuries-old contaminants in our industrial areas is necessary, and the EPA program addresses the need by providing training for workers to handle hazardous materials safely.

We are facing a scarcity of industrial lands caused by our region's growth with residential and urban encroachment. Putting unusable land back to good use supports our economic development efforts to bring family-wage jobs to our community.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Bruce Kendall'.

Bruce Kendall
President & CEO

December 1, 2017

Keith Armstrong, Supervisor, SBE & LEAP Programs
Community & Economic Development Department
City of Tacoma
747 Market Street, Room 808
Tacoma, WA 98402

Dear Keith,

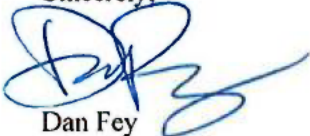
Goodwill of the Olympics & Rainier Region, established in Tacoma in 1921 is eager to continue its partnership with the City of Tacoma and Clover Park Technical College under the FY18 Environmental Workforce Development & Job Training Grant funded by the EPA. We began our partnership officially under the FY16 Grant and have had highly successful outcomes to date, including the recruitment of 260 candidates, well over the goal of 120. So far, 28 of the 57 program graduates have obtained employment with an average wage of \$18.85/hr. We are confident we will obtain our goal of 39 employment placements by the end of the grant in August of 2018.

The outreach, engagement, soft-skills instruction, job navigation and follow-up required by us under this training program is in direct alignment of our mission *to change lives by helping people go to work*. The targeted populations to be served are the very same clients we work with now, including transitioning veterans, young adults and adults living in multi-generational poverty communities and others with diverse barriers to employment. We are adept at working alongside our local technical and community colleges to ensure training participants have the support and resources they need to do well in and graduate "Job ready".

Our continued support of this successful job training project includes a commitment of minimally \$40,000 of our own funds over the life of the project through direct staffing, soft-skill classes, resume workshops, financial education and coaching and individual participant flexible funds to support the barrier reduction needs anticipated for trainees.

We look forward to continuing to work with the City of Tacoma and Clover Park Technical College on this exciting program designed to help lift our local neighborhood's job seekers out of poverty and onto a pathway of success.

Sincerely,



Dan Fey
Senior Vice President of Workforce Development



BECAUSE JOBS CHANGE LIVES

Goodwill • 714 South 27th Street • Tacoma, WA 98409 • 253.573.6500 • goodwillwa.org

Now ENVIRONMENTAL SERVICES, INC.
Environmental Consulting & Compliance

Support Letter for EPA Training Program

November 16, 2017

To whom it may concern:

Now Environmental Services Inc. is providing this letter of support regarding the 2018-2020 Environmental Protection Agency/Brownfields Grant funding request.

We are a Consulting & Training Facility who works closely with numerous General Contractors, Abatement and Restoration companies. Due to the inability of these companies to fill abatement positions in a reasonable time frame, these companies frequently contact us asking for referrals from our recently trained and certified abatement students.

Contrary to the Market Analysis studies done, the industry is experiencing a wide shortage of trained and certified asbestos workers and asbestos supervisors.

Regardless if it is initial training or supplemental training, with the assistance of your grant to include funding for the abatement industry, both the Goodwill and Clover Park Technical College will be able to offer courses/training in these industries of need, to individuals who otherwise may not afford it.

In closing, I hope this letter will compel you to rethink the lack of funding for Abatement Training as well as encourage you to continue grant funding for the Goodwill and Clover Park Technical College.

Patricia "PJ" Journey,



Director of AHERA Programs
Now Environmental Services, Inc.
(253) 927-5233



December 4, 2017

City of Tacoma
Attention: Keith Armstrong
Community and Economic Development
747 Market Street, MS 808
Tacoma, WA 98402-3793

I am writing to express our support and commitment to the City of Tacoma's efforts to empower local residents impacted by environmental degradation by providing them with training and pathways to careers that will allow them to improve our neighborhoods and local economy. Clover Park Technical College (CPTC) has partnered with the City of Tacoma for over a decade on the Environmental Protection Agency Environmental and Workforce Development Job Training Grant, and we are excited for the opportunity to be involved with this valuable environmental job training initiative.

CPTC offers a degree in Environmental Sciences, which we present as an additional pathway for our graduates of the EPA EWDJT program. As a technical college, CPTC understands the importance and value of hands-on technical education and training to both the students we serve and the local economy that benefits from highly-trained workers. Graduates of our EPA EWDJT program will not only receive several valuable certifications such as First Aid/CPR, OSHA 30, HAZWOPER, Forklift Operator, Scissor Lift Operator, and Asbestos Worker, they will also receive supplemental education and training in chemical safety, confined space entry, remediation technologies, and several other courses that will prepare them to be well-rounded and ready to work in the environmental remediation field.

Additionally, workforce development is at the core of CPTC's mission, and we integrate it into all of our training programs. Along with the valuable certifications and training we will offer our EWDJT students, we will also capitalize on our local community and employer connections to bring real employment information and opportunities to our graduates.

We look forward to being a part of another successful Environmental and Workforce Development Job Training Grant. If we can be of any further assistance or answer any questions, please do not hesitate to contact us.

Sincerely,

Dr. Joyce Loveday
President

CORPORATE HEADQUARTERS
2005 S.E. 82ND AVE. STE. 7
PORTLAND, OREGON 97216
(503) 788-8344 FAX (503) 788-8348
TOLL FREE (800) 257-7489
E-Mail tcbportland@aol.com

OREGON CCB# 99858

TCB INDUSTRIAL SERVICES



TACOMA FIELD OFFICE
2612 PACIFIC HWY EAST STE. A-3
FIFE, WASHINGTON 98424
(253) 926-6799 FAX (253) 926-6754
TOLL FREE (800) 257-7489
E-Mail tcbfife@aol.com

WASHINGTON L& I #811478-02

TCB EDUCATIONAL SERVICES

December 6, 2017

To All Concerned,

The EWDJT is a vital part of a vibrant and growing environmental remediation industry within the greater Puget Sound region.

There are very few opportunities for adults with families and other adult responsibilities to find employment, **AND** achieve a new career path.

As a graduate of this program (April 2013) I can tell you from firsthand experience there is no way I could have completely changed careers at age 50 and succeed **without** this program.

Now consider a single mom, a father struggling with minimum wage or other low paying jobs being afforded a chance to completely change the direction of their professional lives and improve the opportunities for their respective families.

As an employer of these graduates I can tell you we are collectively changing lives for the better. We are directly affecting entire families outlook on life in a very positive and substantial way.

This area is growing by leaps and bounds, our construction economy and by extension our repurposing of both private and public lands is at an all-time high.

TCB Industrial is committed to hiring a minimum of 15 graduates provided they pass preemployment screening. In my capacity here in at TCB I am also authorized to commit TCB to support of this program with class room visits, and attending ALL Graduations & Employer Roundtables. I can also state that since my own graduation in 2013 I have attended and spoken too all the graduating classes except for one. TCB has been and will continue to be active in the student selection committee process.

Let's work together to take an existing and successful program and extend it, to provide opportunity in an area where it is needed most. Please DO NOT, let us down.

Sincerely,


Ricardo Loza
Director of Operations - PNW
TCB Industrial Corp.
2612 Pacific Hwy East
Fife, WA 98424
(253) 380-1463 Cell
(253) 926-6799 Office

Email: ricardo@tcbindustrial.com
Web Site: www.tcbindustrial.com



"It's Not What We Do, It's How We Do It"

Letter of Support – EPA Program
12/4/2017

To whom it may concern:

In support of the 2018 – 2020 Environmental Protection Agency program grant request, Northwest Abatement Services, Inc. would like to participate in offering a letter of backing for the continuance of grant funding toward the EPA program.

Northwest Abatement Services, Inc. has been in business now for over twenty-plus years, offering several environmental services residentially and commercially. With a large and growing clientele base, our recruitment department is running on all cylinders to find qualified candidates to hire into our fast-paced and continuously growing company. It is evident that the talent-pool of abatement workers who meet all of the requirements is very sparse as the abatement certification is a pertinent requirement for any candidate.

With your support in approving the grant funding, Goodwill and Clover Park Technical College can continue to offer courses to individuals whom have an interest in Environmental careers, but have a lack of resources or funds to support their career interest. In addition, Northwest Abatement Services, Inc., and other companies within this industry who have the same issue with lack of candidates, will be able to continue offering quality environmental services.

We hope this letter urges you to reconsider any potential plan in discontinuing the grant funding.

Thank you,



Laci Frost
HR Coordinator | Northwest Abatement Services, Inc.



GRANT APPROVAL FORM

Please refer to grant guidelines and instructions on page 2 and 3 of this document before completing this form.

PRIOR TO GRANT APPLICATION: COMPLETE THIS SECTION AND SUBMIT TO CITY MANAGER'S OFFICE AND BUDGET OFFICE.

FORMAL TITLE OF GRANT: Environmental Workforce Development and Job Training (EWDJT) Grant

GRANT ID NUMBER: EPA-OLEM-OBLR-17-10

FEDERAL CFDA (IF APPLICABLE): 66.815

AGENCY APPLYING TO: Environmental Protection Agency

PROGRAM BEGIN DATE: June 1, 2019

APPLICATION DUE DATE: DECEMBER 14, 2017

PROGRAM END DATE: MAY 31, 2021

PROJECT SUMMARY (BRIEF DESCRIPTION): The City of Tacoma and its partners will provide no cost Environmental Workforce Training for 60 low-income unemployed residents over the next 24 months who will use their skills to safely address the handling and removal of hazardous substances and other remediation needs.

RESTRICTIONS/CONDITIONS OF FUNDING: For environmental training.

PARTNERS ON THIS GRANT (PIERCE COUNTY, STATE, FEDERAL, NON PROFIT, ETC): Bates Technical College and the Northwest Leadership Foundation

GRANT AMOUNT APPLYING FOR \$ 200,000

CITY MATCH \$ 0

IS THE CITY MATCH EARMARKED IN THE CURRENT BUDGET?

FEDERAL \$ 200,000

☐ YES ☐ NO

STATE \$ 0

WOULD THE CITY MATCH NEED TO BE INCLUDED IN FUTURE BUDGETS?

OTHER \$ 0

☐ YES ☐ NO

GRANT TYPE:

☐ CAPITAL

☒ OPERATING

LEAD DEPARTMENT: CEDD

PROGRAM MANAGER NAME: CLIFFORD ARMSTRONG III

PHONE NUMBER: 591-5826

FINANCE:

FUND ACCOUNTANT NAME: Robyn Hovies

PHONE NUMBER: 591-5215

BUDGET OFFICE:

BUDGET ANALYST NAME: Jared Eyer

PHONE NUMBER: 594-7954

Daniel Muntz
DIRECTOR OR DIVISION MANAGER

12-14-17
DATE

[Signature]
CITY MANAGER

12-14-17
DATE

AWARD DETERMINATION: COMPLETE AND SUBMIT THIS SECTION TO BUDGET OFFICE.

GRANT STATUS: ☐ DENIED ☒ AWARDED DATE OF AWARD: _____

AWARD AMOUNT: \$ _____ MATCH AMOUNT: \$ _____

GRANT END DATE: _____ DEADLINE FOR RE-IMBURSABLES: _____

IS THIS GRANT RENEWABLE? ☐ YES ☒ NO MULTI YEAR? _____

PLEASE ANSWER ALL QUESTIONS: (PLEASE REFER TO THE PAGE THREE OF THIS DOCUMENT TO DETERMINE RESOLUTION/ORDINANCE NECESSITY)

1. HAVE APPROPRIATIONS, INCLUDING MATCHES, FOR THIS GRANT BEEN INCLUDED IN THE CURRENT BIENNIAL BUDGET? ☐ YES ☐ NO
2. DOES THE RECEIVING DEPARTMENT NEED AN IMMEDIATE APPROPRIATION? ☐ YES ☒ NO
3. WILL THE CITY BE MATCHING FUNDS OR SERVICES IN EXCESS OF \$200,000? ☐ YES ☒ NO
4. DOES THE GRANT REQUIRE SEPARATE COUNCIL ACTION BY GRANTOR? ☐ YES ☒ NO
5. IF THERE ARE PROJECT FTE'S, HOW MANY ARE ANTICIPATED? _____